

**PROPOSAL OF THE IAFF LOCAL 1703 to the TOWN ADMINISTRATOR OF THE  
TOWN OF TIVERTON  
in consideration of a three year tentative collective bargaining agreement commencing  
JULY 1, 2022**

Except as specified below, the IAFF LOCAL 1703 and the Town of Tiverton ("Town") proposes to retain the terms set forth in the collective bargaining agreement between the parties for the period of July 1, 2019, through June 30, 2022 in their entirety except for the following provisions to which we mutually are in agreement:

1. Term: 3-year contract commencing July 1, 2022, and ending June 30, 2025.
2. Hours (Article VI, Section 1): 42-hour average workweek for firefighting and rescue personnel, with a tour of duty consisting of 24-hours on-duty, followed by 24-hours off-duty, followed by 24-hours on-duty, followed by 120-hours off duty.

Delete Exhibit C

Amend Exhibit D to reflect proposed work schedule as noted in 2 above

3. Overtime (Article VI, Section 3):
  - a. Overtime shall be paid in accordance with the law.
4. Holidays – Members of the Fire Department covered by this agreement, working 42 hours per week shall be granted an additional 1/5<sup>th</sup> of one week's pay for each of the Holiday's listed in Article VIII
5. Health Insurance (Article X, Section 3(A)): Continue current health insurance plan on the same terms as existed in 2022.
6. Salaries (Article IX, Section 1): Adjust weekly salaries to correspond to a 42-hour average workweek:

**Prior to working any hours on 7/1/22**

	<b>Current pay</b>		<b>Adjusted pay</b>	
	<b>1/1/22</b>		<b>7/1/22</b>	
<b>Rank</b>	<b>48 hr weekly</b>	<b>per hour</b>	<b>42 hr weekly</b>	<b>per hour</b>
Captain	1298.21	27.046	1135.93	27.046 (42 hrs/wk)

Fire Marshal	1298.21	32.455	1298.21	32.455 (40 hrs/wk)
Lieutenant	1241.42	25.863	1086.24	25.863 (42 hrs/wk)
1 <sup>st</sup> class	1146.13	23.878	1002.88	23.878 (42 hrs/wk)
2 <sup>nd</sup> class	1077.86	22.455	943.11	22.455 (42 hrs/wk)
3 <sup>rd</sup> class	1012.40	21.092	885.86	21.092 (42 hrs/wk)
Probation	816.08	17.00	714.00	17.00 (42 hrs/wk)

**Year 1 Increase hourly rate by 3.5% for FY 2023**

<b><u>Rank</u></b>	<b><u>42 hr weekly</u></b>	<b><u>per hour</u></b>	<b><u>3.5% new weekly</u></b>	<b><u>3.5% new hourly</u></b>
Captain	1135.93	27.05	1175.83	27.996 (42 hrs/wk)
Fire Marshal	1298.21	32.46	1343.60	33.59 (40 hrs/wk)
Lieutenant	1086.24	25.86	1124.13	26.765 (42 hrs/wk)
1 <sup>st</sup> class	1002.88	23.88	1038.03	24.715 (42 hrs/wk)
2 <sup>nd</sup> class	943.11	22.46	943.11	23.246 (42 hrs/wk)
3 <sup>rd</sup> class	885.86	21.092	916.77	21.828 (42 hrs/wk)
Probation	714.00	17.00	738.99	17.595 (42 hrs/wk)

**Year 2 Increase hourly rate by 2.75% for FY 2024**

<b><u>Rank</u></b>	<b><u>42 hr weekly</u></b>	<b><u>per hour</u></b>	<b><u>2.75% new weekly</u></b>	<b><u>2.75% new hourly</u></b>
Captain	1175.83	27.996	1208.34	28.77 (42 hrs/wk)
Fire Marshal	1343.60	33.59	1380.56	34.514 (40 hrs/wk)
Lieutenant	1124.13	26.77	1155.25	27.506 (42 hrs/wk)
1 <sup>st</sup> class	1038.03	24.72	1066.79	25.3998 (42 hrs/wk)
2 <sup>nd</sup> class	943.11	23.25	1003.35	23.889 (42 hrs/wk)
3 <sup>rd</sup> class	916.77	21.83	942.07	22.430 (42 hrs/wk)
Probation	738.99	17.60	759.36	18.08 (42 hrs/wk)

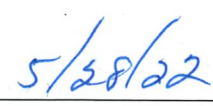
**Year 3 Increase hourly rate by 2.75% for FY 2025**

<b><u>Rank</u></b>	<b><u>42 hr weekly</u></b>	<b><u>per hour</u></b>	<b><u>2.75% new weekly</u></b>	<b><u>2.75% new hourly</u></b>
Captain	1208.34	28.77	1241.56	29.561 (42 hrs/wk)
Fire Marshal	1380.56	34.51	1418.36	35.459 (40 hrs/wk)
Lieutenant	1155.25	27.51	1187.21	28.267 (42 hrs/wk)
1 <sup>st</sup> class	1066.79	25.40	1096.12	26.098 (42 hrs/wk)
2 <sup>nd</sup> class	1003.35	23.89	1030.97	24.547 (42 hrs/wk)
3 <sup>rd</sup> class	942.07	22.43	967.97	23.047 (42 hrs/wk)
Probation	759.36	18.08	780.24	18.58 (42 hrs/wk)


Probationary staff will be paid the rate times the hours worked or for class training at the fire academy or a combination of both if applicable.

Tentative Agreement approved in principal by both Town Administrator, Christopher Cotta and IAFF Local 1703 Executive President Donald Clark on May 26, 2022 with an understanding that said tentative agreement requires a ratification by the Tiverton Town Council. Upon signing this document, the Town Administrator will seek approval by the Town Council President to post a special meeting of the Town Council, in conformance with the State's Open Meeting Laws for the purpose of discussion and possible vote to ratify the above terms and conditions addressed above and that all the terms above shall be posted publicly prior to the Town Council meeting in conformance with the Home Rule Charter of the Town of Tiverton, Article IV section 407 subsection 13.

  
Christopher Cotta, Town Administrator

  
5/28/2022

  
Donald Clark, Executive President IAFF Local 1703

  
5/28/2022